Centurion University
*Shaping Lives... Empowering Communities...*

SDG 5 · GENDER EQUALITY

# Women's Mentoring Schemes

**2025 at a glance**

**1,071**
**Women students mentored**
+5.0% vs 2024 (1,020)

**88.2%**
**Women students' retention**
+4.2 pp vs 2024 (84%)

**38**
**Senior women faculty mentors**
up from 36 in 2024

**3,407**
**Total students mentored**
31.4% of mentees are women

**605**
**Faculty mentors**
5.6 mentees each · target 15

**30 h**
**Mentoring per semester**
dedicated weekly slot

## 1. Objective and institutional framework

CUTM's Student Mentoring and Counselling Policy describes a structured mentoring framework supporting women's empowerment, career development and academic success. The programme includes scheduled mentoring, academic and career guidance, well-being support, leadership development and monitoring through institutional systems.

> **How the scheme is organised:** the source report identifies a **dedicated weekly mentoring slot**, a **target mentor allocation of 15 students**, and **monitoring of mentoring records through ERP**.

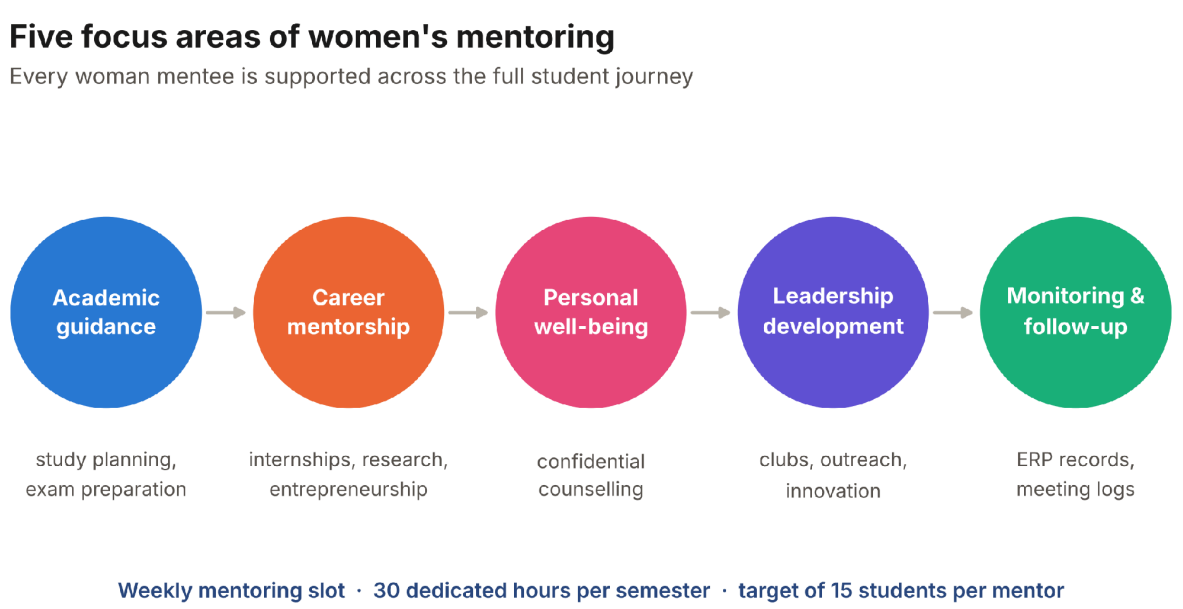



Figure 1. The five focus areas of CUTM's women's mentoring

## 2. 2025 key indicators

Women's mentoring grew in step with the programme as a whole in 2025. The number of women mentored rose by 5.0% to 1,071, keeping women's share of mentees at 31.4%, and retention of women students rose from 84% to 88.2%.

**Table 1. Women's mentoring indicators, 2024 and 2025**

| Indicator | 2024 | 2025 | Change |
|---|---|---|---|
| **Total students mentored** | 3,245 | **3,407** | +5.0% |
| **Women students mentored** | 1,020 | **1,071** | +5.0% |
| **Women's share of mentees** | 31.4% (1,020 ÷ 3,245) | **31.4% (1,071 ÷ 3,407)** | No change |
| **Faculty mentors** | 605 | **605** | No change |
| **Dedicated mentoring hours per semester** | 30 | **30** | No change |
| **Women students' retention** | 84% | **88.2%** | +4.2 pp |
| **Women student mentors** | 8 | **8** | No change |
| **Senior women faculty mentors** | 36 | **38** | +2 (+5.6%) |

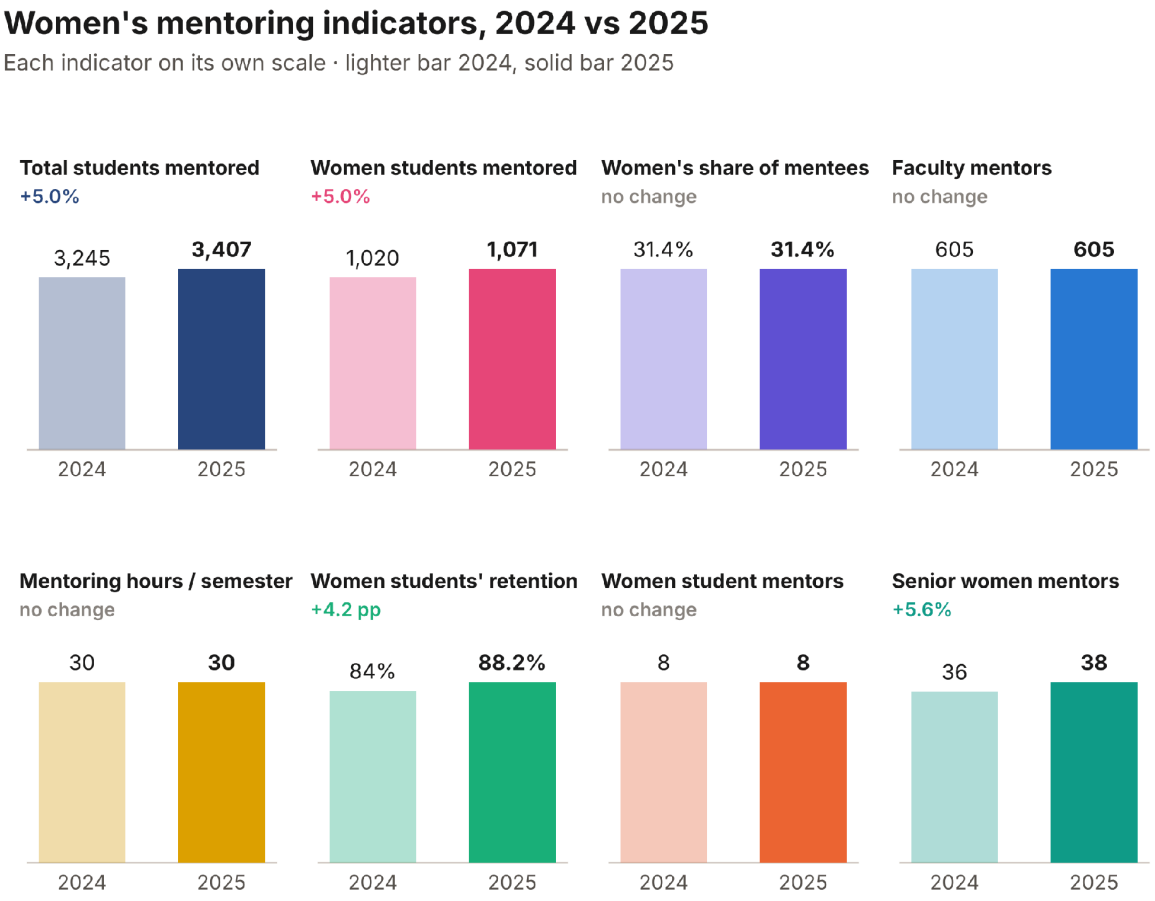



Figure 2. All eight mentoring indicators, 2024 vs 2025, each on its own scale

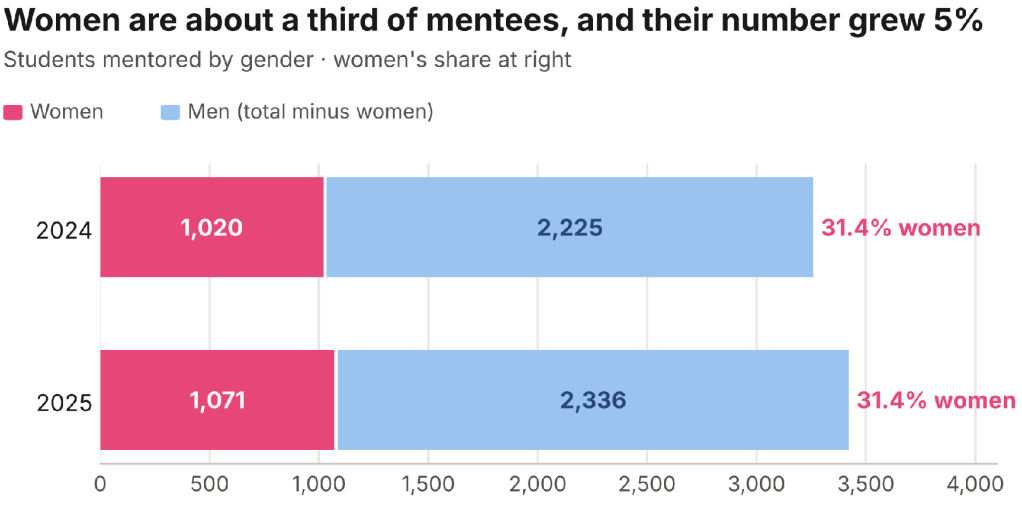



Figure 3. Students mentored by gender, 2024 and 2025

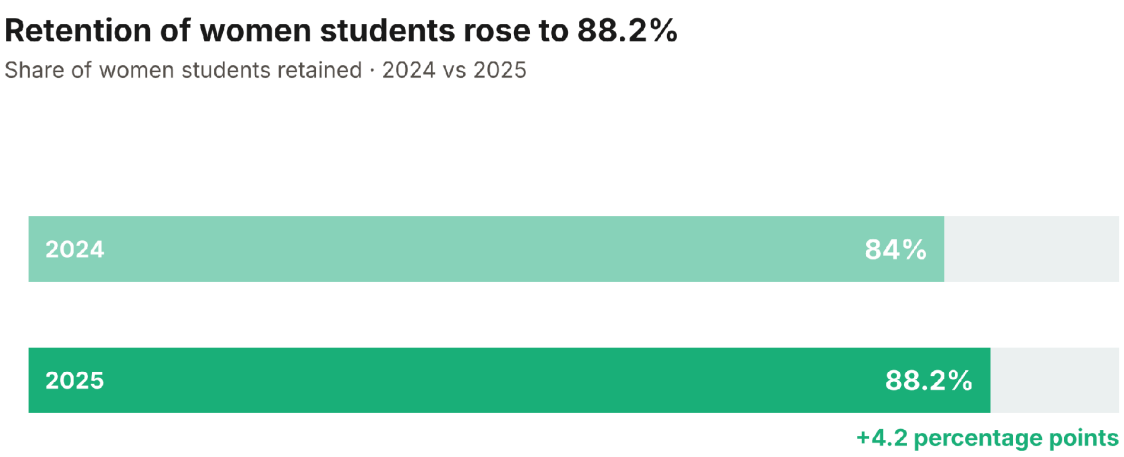



Figure 4. Retention of women students, 2024 and 2025

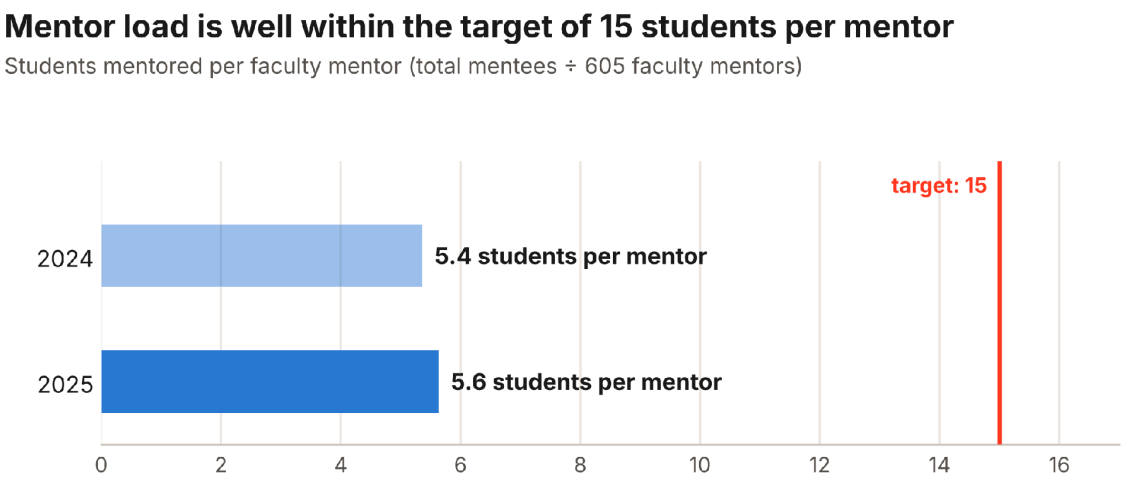



Figure 5. Students mentored per faculty mentor against the target of 15

## 3. Mentoring activities

**Table 2. Mentoring focus areas**

| Focus area | Description |
|---|---|
| **Academic guidance** | Curriculum support, study planning, attendance monitoring and examination preparation. |
| **Career mentorship** | Industry connections, internships, research guidance and entrepreneurship support. |
| **Personal well-being** | Confidential counselling, emotional well-being, gender confidence and inclusion. |
| **Leadership development** | Encouraging women students to participate in clubs, social outreach and innovation initiatives. |

| Focus area | Description |
|---|---|
| **Monitoring and follow-up** | Mentor–mentee records, meeting logs, review and follow-up through institutional systems. |

## Women's mentoring dashboard, 2025

A one-page view for the University's academic leadership, comparing women's mentoring in 2025 with 2024.

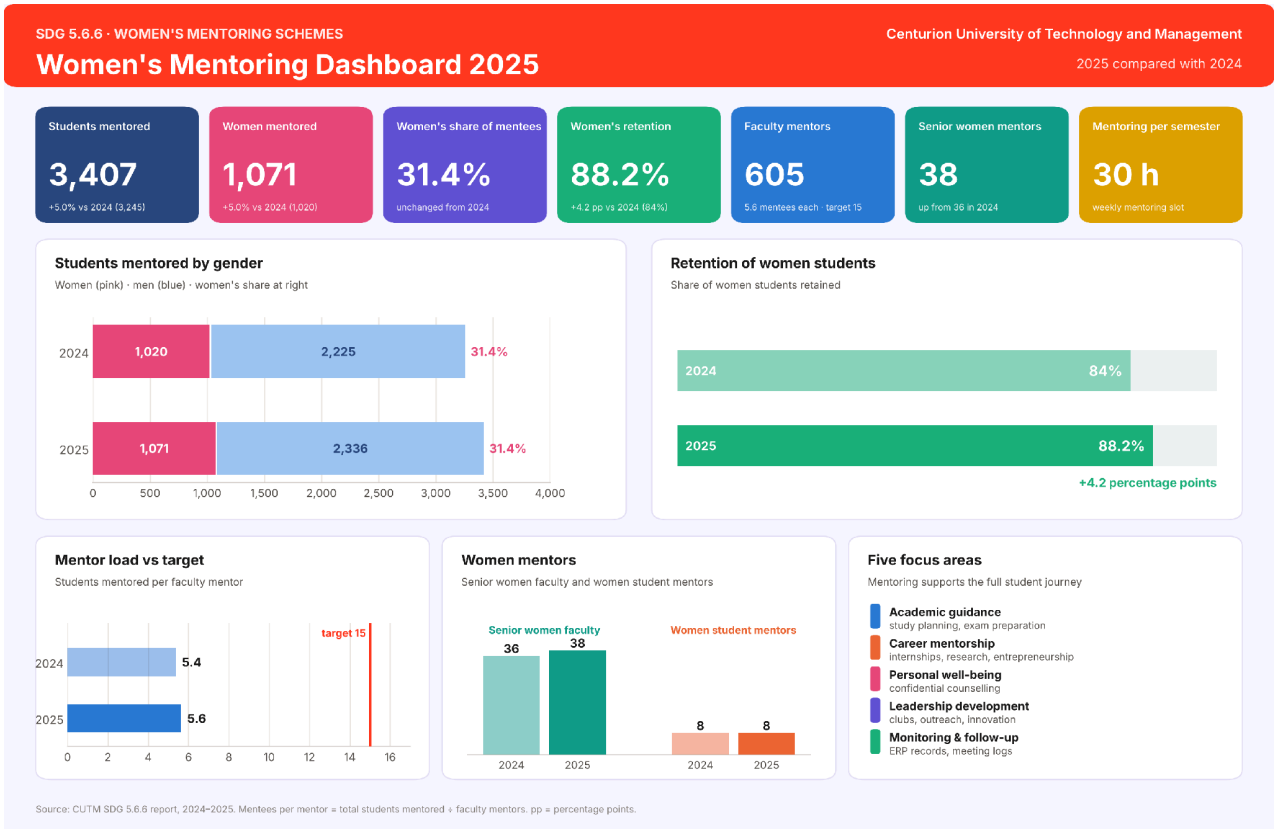



Figure 6. SDG 5.6.6 Women's Mentoring Dashboard 2025